

Management REPORT

December 22, 1955

No. 153

Dear Friends,

Again through Management Report I want to express my appreciation to every member of the Camas organization for your friendliness, your cooperation, and for the good job you have done during the past year.

1955 was a year of real advancement. Production reached new higher levels with general quality improvements in all of our grade and product lines. This kind of performance on your part justifies the confidence of our Corporation in continually making major capital expenditures for our plant, which bring additional responsibilities and opportunities for each of us. I am confident that our progress in 1956 will be even more outstanding.

With best wishes to you and your families for a Merry Christmas and a very Happy New Year.

Sincerely,

S. H. Sallaway

R. A. DUPUIS received his 25-year watch Wednesday. During his 25 years of CZ service he has filled posts at Port Angeles, West Linn, and Camas. Assistant resident manager here since 1953, he goes to the resident managership of St. Helens division on Jan. 1. Years ago, he attended grade school in Camas while his father was mill superintendent.

BOB FULLER, paymaster, calls the following items to our attention:

1. Paychecks issued to wage earners yesterday are the last this year for income tax deductions, because the next payday comes in the new year. If any mill employees wish to make a change in their recorded number of dependents, he urges them to stop at the time office to sign the forms and start the new year with correct records.
2. The new check stubs have a column next to "Net Amount" noting the number of dependents. The column is headed "No. Dep." with the numeral below. Please check to be sure your number of dependents is correct.
3. W-2 forms reporting total CZ wages for 1955 will be attached to regular January 4 paychecks.

H. E. Burdon announces that W-2 forms for the salaried payroll will be in the mail before January 15.

SAFETY RECORDS for 1955 to December 1 show 21 lost-time injuries with a frequency of 4.46. Same period last year, 20 lost-time injuries; frequency, 4.20. For November, two disabling injuries with a frequency for the month of 4.68. No disabling injuries have occurred thus far in December.

IMPORTANT DATES TO MARK ON YOUR NEW CALENDARS:

JANUARY						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Jan. 16 (Mon.): First Aid classes begin; will meet each Monday night for 10 weeks. Employees and members of families eligible.

Jan. 17 (Tues.): Red Cross Blood Bank day. 512 pints were donated in 1955.

Jan. 19 (Thurs.): Service Pin dinner honoring 163 employees with service five to 40 years.

Jan. 20 (Fri.): Crown Camas Federal Credit Union annual meeting for shareholders, 8 P. M., new CRD auditorium. Rate of interest for 1955 to be adopted. Door prizes.

A NEW HIGH in daily production for a month's period was established in November. In recognition of this achievement, the following memo was sent to the crews through head paper production men F. O. Boylon, C. P. Brown, and Gus Lorenz,

"I certainly want to congratulate you and all the men involved for the new daily average production record of 770.2 tons made during the month of November, 1955."

G. H. Gallaway

A PLANT-WIDE signing of new patent agreements is underway. So far, about 3/4 of the number have been completed. If yours is not yet in, we shall appreciate your signing and returning it as soon as possible.

A FEW CHRISTMAS GIFT BOXES containing CZ consumer products are still unsold. If you wish any for last-minute gifts, please see Mrs. Boston, at the employment office in the MacMaster building.

WE EXTEND OUR SYMPATHY to the family of Isaac Helme, 83, retired associate who passed away recently. Mr. Helme, formerly employed in the steam plant, was the first man to retire under the new retirement plan in 1945. He made his home with his son-in-law and daughter, Mr. and Mrs. Joe Stewart.

NOTES FROM HEADQUARTERS: Foundations are poured for CZ's new kraft mill at Antioch, Calif. The construction contract for the \$18 million paper mill and the \$2 million multi-wall bag plant went to the Howard S. Wright Co. of Seattle, one of the West's most experienced builders of pulp and paper mills. The ship-turning basin in the San Joaquin is dredged; next job, a 400-ft. dock.

A modern distribution center - 50,000 feet square, one story high and with aisles wide enough for fork lifts - will go up in Spokane next spring for Zellerbach Paper.

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IN CHECKING VISITORS' REGISTRATION sheets this week, we discovered that nearly 10,000 persons have toured the mill in 1955.

THE BROTHERHOOD OF PAPERMAKERS, Local 130, held their election of officers Thursday. Clarence Williams, assistant papermill inspector, was elected president; Frank DeTemple was re-elected vice president. L. R. Golladay is financial secretary, and Jack Eby, recording secretary. Members of the executive board are Vincent Ast, Frank DeTemple, Pete Fertello, and Millard Stout. Louis Seekins is treasurer. Delegates to safety conference are Vern Karns and Earl Robinson. Trustees are Pete Fertello, Vern Karns, and Millard Stout. Standing committee and delegates to wage conference: Vincent Ast, Frank DeTemple, L. R. Golladay, and Clarence Williams. Guards, Lewis Richardson and Wendell Warren. Robert Rhodes is deputy.



THIS ATTRACTIVE CHRISTMAS SCENE has been arranged in the display center at the main mill entrance. A living room scene with Santa at one side and a fire place on the other features three "pulp miller" figures holding cards reading "A Merry Christmas to Everybody." The art work was done by Frank Sill and construction by Mel Johnson with Jack Robertson in charge of arrangements.

THE EXTRA BOARD remains large. Of the approximately 45 men signing in each day during the week, 18 to 20 placements were usually made. Among extra board women, 20 had no work during the week. Others had only two or three shifts. People have done a remarkable job of getting in to work despite the recent icy road conditions